

## **DONALD L. KIRKPATRICK**

Donald L. Kirkpatrick holds B.A., M.A., and Ph.D. degrees from the University of Wisconsin in Madison. His dissertation was "Evaluating a Human Relations Training Program for Supervisors". At the Management Institute of the University of Wisconsin, he taught managers at all levels the principles and techniques of many subjects including Coaching, Communication, Managing Time, Managing Change, Team Building, and Leadership.

In industry, he served as Training Director for International Minerals and Chemical Corp. where he developed a Performance Appraisal Program. Later he served as Human Resources Manager of Bendix Products Aerospace Division.

He is a past national president of the American Society For Training and Development (ASTD) where he received the Gordon Bliss and "Lifetime Achievement in Workplace Learning and Performance" awards.. He is a member of Training Magazine's Hall Of Fame. In 2007, he received the "Lifetime Achievement Award" from the Asia HRD Congress.

He is the author of seven Management Inventories and seven management books including the 3<sup>rd</sup> edition of Evaluating Training Programs: The Four Levels which has become the basis for evaluation all over the world. This book has been translated into Spanish, Polish, Turkish, and Chinese. His other books include: Implementing the Four Levels (2007) and Transferring Learning To Behavior (2005) with son, Dr. Jim; Developing Employees Through Appraisal and Coaching 2<sup>nd</sup> edition (2006); How To Plan and Conduct Productive Meetings (2006); Managing Change Effectively (2002): and No-Nonsense Communication (2003).

He is a regular speaker and conference leader at national conferences of ASTD, IQPC, Nielsen (Training Magazine), and other professional and company conferences. He is a frequent speaker at chapters of ASTD.

As a consultant, he has presented programs to many U.S organizations and those in many foreign countries including Singapore, Korea, Argentina, Brazil, Saudi Arabia, Malaysia, Greece, Netherlands, Spain, Australia, and India.

He is Board Chairman of South Asian Ministries, an active member of Gideons International, and a Senior Elder at Elmbrook Church in Brookfield, Wisconsin. His hobbies include fishing, tennis, golf, Big band and classical music, and directing church choirs.

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